



# **CNA Support of the Navy's Workforce Strategy**

29 March 2004

# CNA's Vision of Its Role



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- To provide creative, high-quality, objective, timely analysis that leaders can rely upon in making their decisions
- To support leaders as they implement their decisions

# **Key Themes in Our Studies**

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- Fostering an all-volunteer Navy
- Helping shape the total force
- Helping leaders understand the full costs of personnel policies
- Seeking efficiencies in personnel management

# Fostering an All-Volunteer Navy

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- **Assignment Incentive Pay**

- How responsive are Sailors to voluntarily accepting unattractive assignments?
- What institutional factors are hampering further success?

- **Expanded Career Sea Pay Premium**

- How much more cost-effective is it to generate additional sea duty voluntarily?
- How should sea pay be structured if needed to offset the loss of shore billets?

# Helping Shape the Total Force

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- **Helping the Navy to rethink sea/shore rotation**
  - Can certain shore functions be fulfilled by civilians or contractors instead of active duty personnel?
- **Reserve compensation for the Continuum of Service concept**
  - How should the pay system be modified to support a new model of employing the reserves?
- **Impact of activation, mobilization, and deployment on reserve attrition**
  - Has an impact been felt yet?

# Helping Leaders

## **Understand the Full Costs** **of Personnel Policies**

- **Total Compensation of Military Personnel**
  - What is the full government cost of all aspects of active duty compensation?
  - Does the value servicemembers place each element of compensation align with the costs?
- **Applying MSC manning principles to Navy ships**
  - How much do specific Navy personnel policies explain the difference in requirements?
  - What are other factors that drive the difference?

# **Seeking Efficiencies in Personnel Management**

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- **College recruits: Navy performance and civilian opportunities**
- **Recruiting Hispanics: the Marine Corps experience**
- **Recruiting and retaining non-citizens**
- **Examination of the classification process**
- **Level loading of enlisted accessions**

# **Seeking Efficiencies in Personnel Management**

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- **Naval Flight Officer attrition**
- **Analysis of the officer lateral transfer system**
- **Effectiveness of the Marine Corps' lump-sum SRB**
- **Endstrength: forecasting Marine Corps losses**
- **Improving the Navy's enlisted workforce**



# Accessing CNA information

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- Monthly progress reports
  - [blackmop@cna.org](mailto:blackmop@cna.org) or 703-824-2249
- pdf's of publicly released documents
  - [www.cna.org/research/pubs/default.html](http://www.cna.org/research/pubs/default.html)
- Other inquiries
  - [griffish@cna.org](mailto:griffish@cna.org) or 703-824-2208